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- D R A F T -

8 September 1980

MEMORANDUM FOR: DDQ (or Independent Office Head)
FROM: Deputy Director of Central Intelligence
SUBJECT: Allocation of SIS Rank Stipend and Performance
Awards Recommendations
REFERENCE: D/PPPM Memorandum to DDCI dated September 1980,
"SIS Rank Stipend and Performance Award
Procedures"

1. In accordance with the policies agreed upon at the
18 June 1980 Executive Committee meeting and the procedures
approved by reference, the DDQ's FY-1981 allocation for SIS
Rank Stipend and Performance Award recommendation is as follows:

a. "Q" Careerists

1	--	Rank Stipends (Distinguished or Meritorious)		
1	--	20% (of payable salary) Performance Award		
1	--	18% (" " ")	"	"
2	--	15% (" " ")	"	"
4	--	11% (" " ")	"	"
<u>5</u>	--	7% (" " ")	"	"
14		Total Recommendations		

b. A separate allocation of one is provided for the six
SIS officers from other career services serving in the DDQ
during the rating period and may be used to recommend either
stipends or awards as warranted.*

*If there are less than five SIS officers from other career
services (and thus no 20% allocation), this subparagraph would
read:

"b. No allocation is provided for the three SIS officers
from other career services serving in the DDQ during the
rating period. However, if you believe one or more of these
officers merits consideration for a stipend or award, you may
submit the recommendation."

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c. These allocations represent the maximum number of recommendations and the highest levels of awards which may be recommended. Lesser numbers or lower percentages can and should be recommended if appropriate. In any case, the list submitted should prioritize your ranking of the number allocated, plus an additional five percent of those considered (total 25%). This data would be used should unforeseen additional allocation become available. There is no requirement to rank officers beyond this point.

25X1 2. As you are aware, both Congress and the Office of Personnel Management (OPM) have had serious second thoughts about the size and number of federal executive awards, and the awards program has been sharply curtailed. I continue to believe in the potential benefits of the program as a positive management incentive. I also strongly believe senior CIA officers deserve full participation in any federal bonus system. At the same time we must judiciously follow the constraints. The allocations reflect these constraints, and should be used only to the extent that the performance of those recommended meets the high standards of excellence justifying special recognition. Stipends and awards are not intended as a means to offset SIS pay compression. They are designed to provide a means of rewarding and recognizing the most deserving SIS officers for their efforts and accomplishments.

25X1 3. Recommendations should be submitted to the D/PPPM not later than 21 November 1980. A listing of those recommended in priority order is required, together with individual action forms and copies of the current PAR and AWP on all SIS officers recommended. In addition, a memorandum of justification should be submitted for each officer recommended for a Distinguished Officer or Meritorious Officer Rank Stipend.

Frank C. Carlucci.

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